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ANALYSIS OF FLEXIBILITY AND WORK ABILITY OF EMPLOYEES IN SUPPORTING PERFORMANCE AT THE OFFICE OF EDUCATION AND CULTURE OF POLEWALI MANDAR REGENCY, WEST SULAWESI

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ABSTRACT

The purpose of this study was to evaluate the flexibility and work ability of employees in supporting performance at the Office of Education and Culture of Polewali Mandar Regency using qualitative research methods. Data were obtained through interviews with field heads and personnel management staff, as well as through direct observation and documentation in the field. The results of the study show that the flexibility and work ability of employees in the agency are considered good. In terms of flexibility, employees use flextime with job targets given over a long period of time to enable them to work more freely. In terms of work ability, the Education and Culture Office of Polewali Mandar Regency provides a data bank to facilitate access to the data needed by employees.

Keywords: Flexibility, Workability, Performance